

Employment Opportunity

Internal & External Posting



POSITION	PROGRAM	DETAILS
Registered Practical Nurse	Banyan Community Services	Full-Time
NUMBER OF POSITIONS	DURATION	ANNUAL SALARY
1	Permanent-Full Time	\$66,759.00 - \$ 72,221.00 (Based on 40 hours/week)

Banyan is a not-for-profit organization that has provided quality services to the youth justice, children, and senior's community support sectors since 1978. Banyan is committed to improving the mental, physical, and social well-being of at-risk populations in our service areas of Hamilton, Niagara, Brant, Haldimand, Norfolk, and Wellington.

PURPOSE OF THE POSITION

In accordance with Banyan Policy, Procedure & Practice Manual, the onsite Registered Practical Nurse is responsible for providing nursing services as requested by the Manager of Community Services and Professional Practice and the attending Physician. The RPN agrees to abide by all applicable federal, provincial and municipal laws, bylaws and regulations.

POSITION RESPONSIBILITIES

1. Complete initial assessment of youth/young adults within Banyan Programs.
2. Schedule appointments for and liaise with attending Physician weekly regarding youth in facility.
3. Follow through with medical prescriptions, orders and referrals by attending Physician.
4. Knowledge of Mental Health, Concurrent Disorders and Substance Issues.
5. Review with the attending Physician, youth who are deemed 'high risk' due to psychotropic medication.
6. Ensure proper medical documentation of all youth/young adults seen by Physician.
7. Ensure proper ministry documentation of all youth/young adults in regards to medical care.
8. Ensure all prescription medication is ordered and problem solved is not delivered to site.
9. Ensure all lab, x-ray and ultrasound orders are completed.
10. Dispose of any unused or expired medication.
11. Under medical directive from the attending Physician provide TB skin tests for all youth admitted to the Site.
12. When required liaise with Public Health, Guardians, Family Doctor regarding immunizations records and other relevant medical information.
13. Support Health and Safety program of program ie. ensure first aid kits and medical office are properly supplied.
14. Liaise with community partners to provide education sessions to youth/young adults and staff as required.

Administration

1. Ensure all medical processes are completed following Standards of Practice, Banyan Policies, Procedures & Practices and relevant legislation.
2. Review and update medical practice and process as required.

Other

1. Responsible and accountable for ensuring a safe and healthy workplace for themselves, colleagues and staff by committing to working in a safe manner, reporting hazards and injuries, utilizing all necessary safety equipment and protocols and at all times and complying with all relevant Health and Safety policies, procedures and legislations.
2. All incidents, accidents, and other hazardous occurrences affecting any of Banyan's staff, clients, or the organization are to be reported according to Banyan policy and/or legislated requirements.
3. Any other duties as assigned.

ROLE COMPETENCIES

Classification Specific

- Change Implementation: ability to lead and champion change in a positive way.
- Implementing Decisions: effective utilization of staff and physical resources to achieve program goals and requirement.
- Problem-Solving Skills: develop strategies using a system thinking approach. Identify and analyze problems so that viable solutions are found.
- Regulatory & Safety Compliance: follows legislation and other regulations to provide a safe working environment. Managing Multiple Priorities: ability to remain calm and multi-task within a multi-disciplinary environment.
- Team Building: inspires and fosters team commitment, spirit, pride and trust. Facilitates cooperation and motivates team members to accomplish group goals.

Program Specific

- Knowledge and understanding of Mental Health, Concurrent disorders and Addiction within the youth population
- Maintain professional knowledge and expertise to support the organization
- Work as part of a multi-disciplinary team to support the youth in the facility (clinical, Youth Justice staff and operations)

QUALIFICATIONS

- Registered Practical Nurse diploma.
- Registration with in the Ontario College of Nurses; licensed to practice.
- Minimum five (5) years' recent and relevant experience related experience in working with addictions, youth's mental health and/or concurrent disorders
- Experience working in a clinic setting
- Demonstrated ability and comfort working with high-risk youth within a community, group home, custody/detention environment.
- Proficiency in the use and application of Microsoft Office Suite products including Word, Excel, Outlook and electronic case management software.
- Provide and maintain an acceptable Criminal/Vulnerable Sector Record and Health Assessment at own expense.
- A valid Class G driver's license with a proven acceptable driving record, and access to a reliable vehicle.

WORKING CONDITIONS

- The RPN will conduct business from the designated office where standard office working conditions and the use of standard office equipment will apply.
- This position is based in the Fenwick/Niagara location.
- Hours of work will be between 32 and 40 hours per week and will fall within normal business hours.
- Traveling will be required at times to support a secondary site as directed by program needs.
- This work produces moderate cognitive stress in most workers through intensity, frequency and/or duration of stressful elements, emotionally charged situations and tight deadlines.

Banyan is an equal opportunity employer. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Banyan is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our staff.

We are committed to developing inclusive, barrier-free selection processes and work environments. If contacted in relation to an employment opportunity, please advise our Human Resources department or hiring manager of the accommodation measures if required which would enable you to be interviewed in a fair and equitable manner. Information received relating to accommodation measures will be addressed confidentially.

PLEASE FORWARD YOUR RESUME AND LETTER OF INTEREST BY NO LATER THAN APRIL 04, 2025 TO

Banyan Community Services
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recruit@banyancs.org

(905) 549-9011 (fax)